June 23, 2013

Anus Ahmad Shaik

Dear Anus,

On behalf of Weatherford Kuwait For Petroleum Services, I am pleased to confirm that you have been offered a position as **"Helper – Well bore"** with effect from date of your joining. You will be based in Kuwait and you will report directly to Well bore Supervisor.

As a local hire employee in Kuwait, your employment is contingent in part upon you successfully obtain all necessary documents required for issuance / transfer of work permit in Kuwait.

This letter is merely an assignment letter and not a contract of employment. By signing this document, you acknowledge, understand and will adhere to the terms and conditions of your employment through Weatherford's policies and procedures as well as Kuwait Labour Law. It is your responsibilities to read them and be familiar with their contents. Should you accept this assignment, your pay will be administered through Weatherford Kuwait for Petroleum Services.

The first three months of your service will be considered as probationary period, after employment confirmation to terminate this contract by either party the notice period will be as per Kuwait Labour Law.

Your monthly salary will be Kuwaiti Dinar 200.000

You will be entitled for 30 calendar days vacation after each year of service.

Weatherford Code of Business Conduct and associated Compliance Policies, as an express condition to your employment, you are required to read and acknowledge upon execution of the contract your receipt, understanding and agreement to comply with the Weatherford Code of Business Conduct and other associated Compliance policies available on the Office of Global Compliance intranet site. These policies are acknowledged via Weatherford's learning management system, Employee Connect. Employees unable to access the system will fulfill this requirement via the offline e-Policy review process through HR.

All other terms and conditions will remain as per your contract with Weatherford and as per the applicable labor Law.

We take this opportunity to welcome you into our organization. Please signify your acceptance of the contents of this letter by signing the attached copy of this letter and return it to HR Department.

Yours sincerely,
For **Weatherford Kuwait For Petroleum Services**

Tarek Khalil
Country Manager
Kuwait

AGREED AND ACCEPTED:

_____
(Signature)

Name ANUS AHMAD SHAIK

Date 24/6/2013

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